

## Appendix B

### EQUALITY IMPACT ASSESSMENT



<b>Project Title: Older People Care Home- Fee Setting Strategy</b>
<b>New.</b>

<b>Who is responsible for developing and implementing the Project?</b>	
Name: Angela Bourge	Job Title: Operational Manager -Strategy, Performance and Resources
Central Business Support - Strategy, Performance & Resources	Service Area: Social Services
Assessment Date:	

#### **1. What are the objectives of the Policy / Strategy / Project / Procedure / Service / Function?**

The Council has a statutory duty under the Social Services and Wellbeing (Wales) Act 2014, to commission services to meet the assessed needs for its customers. This equalities impact assessment is for the uplift proposed for the provision of:

- Residential and nursing care service

The beneficiaries of the above services, commissioned by the Council are the service users of Cardiff, the Council places great importance in the meeting of their assessed needs

In July 2015, the Chancellor of the Exchequer announced that from April 2016, the UK Government has introduced a requirement for all employers to pay a mandatory National Living Wage (NLW) for workers aged 25 and above is set to increase; From April 2016 –March 2017, the NLW was set at £7.20 this increased by (30p) to £7.50 in March 2018. From April 2018-March 2019 is now at £7.83 increased by (33p), this is now set to increase from April 2019-March 2020 to £9.00 a further increase by (£1.17p).

The Council is seeking authorisation to agree and implement fee uplifts across all care providers in Cardiff.

#### **2. Please provide background information on the Project and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

<b>Background</b>
<b>The Residential and Nursing Care service in Cardiff include:</b>

In August 2014 the Council implemented its Proactis System for the procurement of residential and nursing care for older people and older people with dementia. The Proactis system takes individual cases which are offered to the market. Providers then submit a cost for the individual placement and the full list of submitted bids are shown to the service user and their family to inform their choice of available placement. The lowest cost bed is considered to be the Council's usual rate for that placement and if the service user chooses a more expensive placement, then this has to be met by a third party.

Placements for people with Learning Disabilities, Physical Disabilities and Mental Health are procured through the regional CCAP process. All residential and nursing home placements will be treated the same in terms of fee uplifts.

The Council also agreed that a cost of care exercise will be carried out the better engage with the sector to understand the standard cost of care for older peoples care homes services in Cardiff. The council appointed a consultancy firm who did similar exercise across other Welsh local authorities.

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

**Will this Project have a differential impact [positive / negative] on younger / older people?**

	Yes	No	N/A
Up to 18 years			✓
18 - 65 years		✓	
Over 65 years		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There will be no differential impact, regardless of age

**What action(s) can you take to address the differential impact?**

To implement a fee uplift for all current services regardless of age.

#### 3.2 Disability

**Will this Project have a differential impact [positive / negative] on disabled people?**

	Yes	No	N/A
Hearing Impairment		✓	
Physical Impairment		✓	
Visual Impairment		✓	
Learning Disability		✓	
Long-Standing Illness or Health Condition		✓	
Mental Health		✓	
Substance Misuse		✓	
Other			

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no differential impact, regardless of disability.
<b>What action(s) can you take to address the differential impact?</b>
To implement a fee uplift for all current services regardless of disability.

### 3.3 Gender Reassignment

**Will this Project have a differential impact [positive / negative] on transgender people?**

	Yes	No	N/A
<b>Transgender People</b>		✓	
To implement a fee uplift for all current services regardless of their gender reassignment will not be effected.			

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
<b>What action(s) can you take to address the differential impact?</b>
To implement a fee uplift for all current services regardless of transgender or gender reassignment.

### 3.4. Marriage and Civil Partnership

**Will this Project have a differential impact [positive / negative] on marriage and civil partnership?**

	Yes	No	N/A
Marriage		✓	
Civil Partnership		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no differential impact, regardless of Marriage and Civil partnership.
<b>What action(s) can you take to address the differential impact?</b>
To implement a fee uplift for all current services regardless of marriage and or Civil partnership.

### 3.5 Pregnancy and Maternity

**Will this Project have a differential impact [positive/negative] on pregnancy and maternity?**

	Yes	No	N/A
Pregnancy		✓	
Maternity		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
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<b>evidence, if any.</b>
There will be no differential impact, regardless of pregnancy and maternity
<b>What action(s) can you take to address the differential impact?</b>
To implement a fee uplift for all current services regardless of pregnancy and maternity.

### 3.6 Race

**Will this Project have a differential impact [positive / negative] on the following groups?**

	Yes	No	N/A
White		✓	
Mixed / Multiple Ethnic Groups		✓	
Asian / Asian British		✓	
Black / African / Caribbean / Black British		✓	
Other Ethnic Groups		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no differential impact, regardless of race.
<b>What action(s) can you take to address the differential impact?</b>
To implement a fee uplift for all current services regardless of race.

### 3.7 Religion, Belief or Non-Belief

**Will this Project have a differential impact [positive / negative] on people with different religions, beliefs or non-beliefs?**

	Yes	No	N/A
Buddhist		✓	
Christian		✓	
Hindu		✓	
Humanist		✓	
Jewish		✓	
Muslim		✓	
Sikh		✓	
Other		✓	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
There will be no differential impact, regardless of religion, belief or non-belief.
<b>What action(s) can you take to address the differential impact?</b>
To implement a fee uplift for all current services regardless of religion, belief or non-belief.

### 3.8 Sex

**Will this Project have a differential impact [positive / negative] on men and/or women?**

	Yes	No	N/A
Men		✓	

Women		✓	
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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There will be no differential impact, regardless of sex.

**What action(s) can you take to address the differential impact?**

To implement a fee uplift for all current services regardless of sex.

### 3.9 Sexual Orientation

Will this Policy / Strategy / Project / Procedure / Service / Function have a **differential impact [positive / negative]** on the following groups?

	Yes	No	N/A
Bisexual		✓	
Gay Men		✓	
Gay Women/Lesbians		✓	
Heterosexual/Straight		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There will be no differential impact, regardless of sexual orientation.

**What action(s) can you take to address the differential impact?**

To implement a fee uplift for all current services regardless of sexual orientation.

### 3.10 Welsh Language

Will this Project have a differential impact [positive / negative] on Welsh Language?

	Yes	No	N/A
Welsh Language		✓	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There will be no differential impact, regardless welsh language.

**What action(s) can you take to address the differential impact?**

To implement a fee uplift for all current services regardless of the welsh language.

## 4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

The Council has taken a robust engagement and consultation process with all residential and nursing care providers in Cardiff. The following steps were undertaken to engage with the residential and nursing care market:

- Letter to the sector
- Provider forum
- Providers participation in the usual cost of care exercise through the completion of the questionnaire
- 1:1 sessions with market operators in order to carry out verification of their costs and

accredited annual accounts
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## 5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	To implement a fee uplift for all current services regardless of age.
Disability	To implement a fee uplift for all current services regardless of disability.
Gender Reassignment	To implement a fee uplift for all current services regardless of gender reassignment.
Marriage & Civil Partnership	To implement a fee uplift for all current services regardless of marriage and civil partnerships.
Pregnancy & Maternity	To implement a fee uplift for all current services regardless of pregnancy and maternity.
Race	To implement a fee uplift for all current services regardless of race.
Religion/Belief	To implement a fee uplift for all current services regardless of religion or belief.
Sex	To implement a fee uplift for all current services regardless of sex.
Sexual Orientation	To implement a fee uplift for all current services regardless of sexual orientation.
Welsh Language	To implement a fee uplift for all current services regardless of the welsh language.
Generic Over-Arching [applicable to all the above groups]	To implement a fee uplift for all current services.

## 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

## 7. Authorisation

The Template should be completed by the Lead Officer of the identified Project and approved by the appropriate Manager in each Service Area.

Completed By : Amina Begum	18 <sup>TH</sup> September 2019
Designation: Interim OM	
Approved By: Angela Bourge	
Designation: Operational Manager, Resources	

Service Area:	Social Services	
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- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)